





Young Adults in the Workplace: ISA Associates, Inc., Project

YIW Overview:

The Young Adults in the Workplace (YIW) initiative is a multisite collaborative project with six multidisciplinary SAMHSA-funded grant teams implementing and evaluating workplace-based substance abuse prevention and early intervention programs for young workers. Young adults are at increased risk for developing chronic substance use-related problems, and few interventions are available for them, particularly in workplaces. The YIW program was designed to provide the nation's employers, unions, and organizations with empirical information about the efficacy of a diverse set of approaches to prevention and early intervention of substance abuse and comorbidity.

Industry:

Hospital

Location:

New York, NY

Demographics:

900 to 2,000 employees ages 18 to 29

Program Description:

- The ISA-developed intervention, called Healthy WorkLife, is adapted for a hospital setting.
- The program is DVD-based and focuses on general health issues (stress management, nutrition) and substance abuse topics (alcohol, drugs, and tobacco use).
- Participants are given access to ISA's Web-based health promotion and substance abuse prevention programs.
- The goals of the program are to improve attitudes and behaviors related to substance use, improve coping and stress relief strategies, increase presenteeism, reduce outward expressions of anger, and reduce rates of turnover and absenteeism.

Early Findings:

- It is important to get support and feedback from all levels of management (e.g., administrative staff, union representatives, department heads).
- Focus groups with young adult employees provided helpful insights. For example, young adults acknowledged the importance of building stress management skills, learning the connection between work and health behaviors, and addressing specific issues related to the accessibility of prescription drugs.
- Conducting research in academic medical centers can pose a number of challenges.



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